

NAF PAY SYSTEM

PAY REPORT

The rates of pay for NF Levels 1 and 2 and the minimum of Level 3 are adjusted in accordance with local prevailing rate surveys. The latest changes, effective the first day of the first pay period beginning on or after July 15, 2004, are as follows: Average increases of 26 cents (3.4 percent) for Level 1 and 34 cents (3.5 percent) for Level 2. The rates of pay for NF Levels 3, 4, 5, and 6 may be adjusted as the General Schedule is adjusted. The adjustment shall not exceed the respective adjustments granted to corresponding appropriated fund GS and SES employees. The latest General Schedule increase was effective the first day of the first pay period beginning on or after January 1, 2004.

SURVEY SUMMARY BY PAY LEVEL

<u>SURVEY JOB TITLE</u>	<u>WEIGHTED MATCHES</u>	<u>AVERAGE</u>	<u>RANGE</u>	
			<u>HIGH</u>	<u>LOW</u>
NF - 1				
SALES ASSOCIATE	161	8.07	16.08	6.00
CASHIER-CHECKER	344	7.20	11.49	5.50
CUSTOMER SVC ASST	53	7.98	11.44	5.50
OFFICE CASHIER	6	9.96	12.55	7.80
TELLER	130	9.48	10.95	8.50
RECREATION ATTENDANT	24	8.79	10.00	7.54
DESK CLERK	26	8.17	10.50	7.00
NF - 2				
STORE DETECTIVE	14	8.84	13.06	7.00
HEAD CUST SVC ASST	13	9.96	13.05	7.45
SECRETARY	38	11.81	17.50	10.00
ACCOUNTING TECHNICIAN	36	11.34	14.35	9.50
NF - 3				
DEPARTMENT MANAGER	70	11.19	17.54	8.00
EXECUTIVE SECRETARY	5	13.14	14.08	12.12
BOOKKEEPER	10	12.48	13.60	10.51

WAGE AREA : #093 York, Pennsylvania
 ORDER DATE : May 10, 2004
 SURVEY : #019/018-36